

AGENDA
BOARD OF SELECTMEN
August 16, 2023 AT 6:30 PM
Pembroke Town Hall, Paulsen Room

- I. CALL TO ORDER
- II. CITIZEN COMMENT
- III. SCHEDULED MEETINGS:
 - a. Bob Fanny SW Foreman – Discussion on grant for new trash truck
 - b. Solid waste discussion trash v recycling
 - c. Chief Gaskell – K9 Contract
- IV. OLD BUSINESS:
 - a. Updated Class VI building permits document
- V. NEW BUSINESS:
 - a. Manifest/Abatements
 - b. Minutes 8/2/23
- VI. TOWN ADMINISTRATOR REPORT
- VII. COMMITTEE REPORTS
- VIII. OTHER/CITIZEN COMMENT
- IX. Non Public Session in accordance with RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.
- X. ADJOURN



New Hampshire VW Environmental Mitigation Trust Granite State Clean Fleets

Request for Proposals

RFP# NH-VW-2023-01

June 9, 2023

A competitive program for replacing municipally-owned heavy duty vehicles and equipment with newer and/or electric models.

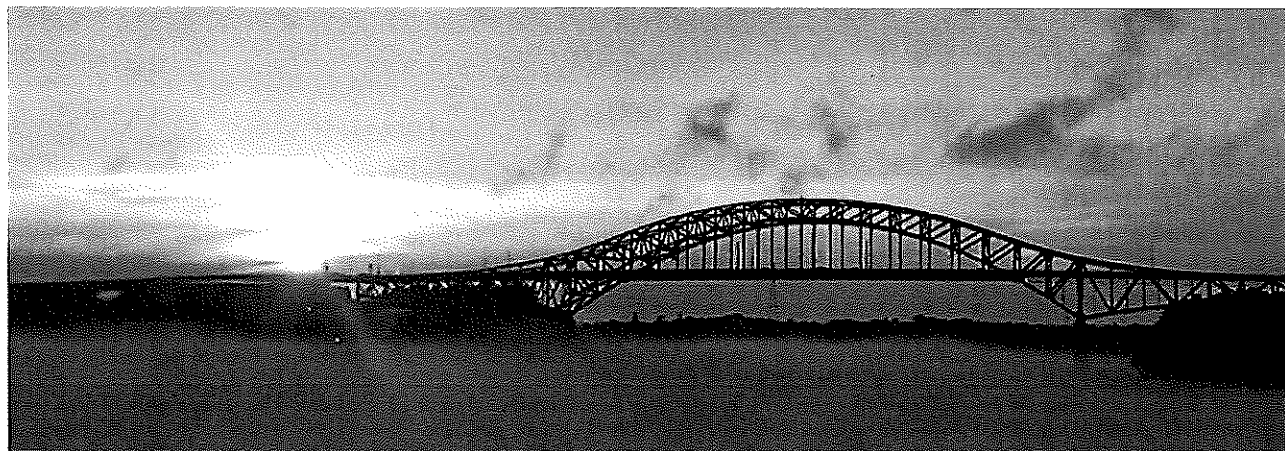


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Section 1. Introduction and Overview

The New Hampshire Department of Environmental Services is pleased to introduce this opportunity to reduce emissions from qualifying diesel vehicles and equipment by replacing them with electric alternatives and new diesel models. This competitive program is funded by the State of New Hampshire's Volkswagen Mitigation Trust (VW Trust). For more information about the NH VW Trust please refer to [the New Hampshire VW Trust webpage](#).

Approximately \$10,000,000 is available to support local government entities for approved projects that replace certain engine model year (EMY) diesel vehicles and pre-Tier 4 non-road diesel engines with electric vehicles (EVs) or new diesel vehicles/equipment to reduce emissions.

Battery electric vehicles (BEVs) and grid-powered equipment do not produce tailpipe emissions like their internal combustion engine (ICE) counterparts. Diesel engines, especially those of EMY 2009 or older, are significant sources of harmful emissions including oxides of nitrogen (NO_x) fine particulate matter (PM_{2.5}), and carbon monoxide (CO). These pollutants can be harmful to human health and contribute to medical conditions such as asthma, lung cancer, and various cardiac and respiratory diseases. Diesel engines are also a significant source of greenhouse gas emissions including carbon dioxide (CO₂).¹ Even when factoring in increased electricity production and transmission, replacing diesel vehicles and equipment with zero-emission options helps to reduce air pollution in the places where New Hampshire citizens live, work, and play.

Additionally, advancements in fuel efficiency and emissions control technologies such as Diesel Particulate Filters mean that replacement with new diesel engines offers a cost-effective solution for reducing the emissions of older diesel models.

Projects funded through this program are expected to reduce emissions by approximately 18 tons of NO_x, 1.3 tons of PM_{2.5}, 7.87 tons of CO, and 3,200 tons of CO₂ over the lifetime of the new equipment and vehicles.

Section 2. Program Administration

2.1 Designated Contact Address

The designated contact email address for this grant opportunity is the Mobile Sources Grants inbox, ms-grants@des.nh.gov.

Please submit questions by email to the designated email address. Questions and responses deemed informational for other interested parties will be posted on the webpage in an

¹ <https://www.epa.gov/dera/learn-about-impacts-diesel-exhaust-and-diesel-emissions-reduction-act-dera#:~:text=Human%20Health%20%2D%20Exposure%20to%20diesel,in%20children%20and%20the%20elderly>

anonymized format.

2.2 Program Schedule

The following schedule is subject to change at NHDES' discretion. Such changes will be posted to [NHDES' VW Trust webpage](#).

June 9, 2023	RFP Opens
June 30, 2023	Webinar with Q&A
October 13, 2023, 11:59 PM (Eastern)	RFP Closes
November 17, 2023	Anticipated date of notification of selection
Upon G&C Approval	Selected projects may begin
September 30, 2028	Anticipated Project Completion Date*

This is a reimbursement program only. Applicants must submit proposals and await contract approval before expending any funds, including for vehicles, supplies, or technology. Preliminary feasibility studies, quotes, and preliminary site assessments should be completed **prior to proposal submittal** and are not considered eligible costs (see Section 4. Eligible Project Costs).

*Project completion dates will be specified in individual contracts. NHDES may, at its discretion, pursue extensions of project completion dates, subject to NH Governor & Executive Council approval. Recipients may be required to submit documentation of good cause along with a formal request for extension.

2.3 Proposal Submittal

Project proposals should be submitted to the email address designated in Section 2.1 by the due date specified in Section 2.2. Applicants considering multiple deployment options and solutions (i.e. replacing one vehicle with an EV and replacing another with a new diesel) should submit them as separate project proposals.

The subject line of the submittal email should be "**Granite State Clean Fleets Proposal – [Entity Name]**." If submitting multiple proposals, suffix the subject line with "Project [#]".

2.4 Electric Utility Contact Persons

Applicants proposing electrification are required to work with their local electric utility(ies) to conduct preliminary feasibility assessments. NHDES advises applicants to begin this process early, as the timeline for such services is often measured in months. To that end, NHDES has consolidated the following contact information for the four major electric utilities serving New Hampshire.

Eversource:

Sam Bosse
Manager, Distribution Engineering
Samuel.bosse@eversource.com

Unitil:

Gary Miller
Sr. Business Development Executive
603-227-4516
millerg@unitil.com

Liberty:

Dilip Kommineni, PE
Sr. Manager, Electrical Engineering
603-845-6909
Dilip.kommineni@libertyutilities.com

NH Electric Co-op:

Gary S Lemay PE
Director of Facilities/Renewable Energy Engineer
603-254-7518
lemayg@NHEC.com

Section 3. Project Eligibility

The following subsections detail various eligibility requirements. Prospective applicants who find that their prospective project is not eligible for this program may find that it is eligible for the NH Clean Diesel Grant Program. Check [NHDES' DERA webpage](#) for additional information.

3.1 Eligible Applicants

Eligible applicants include local New Hampshire government entities such as municipalities, public school districts, public colleges/universities, and transit districts.

3.2 Eligible Projects

The following electrification projects are eligible:

1. Replacing eligible existing diesel vehicles/equipment with the battery-electric equivalent vehicle/equipment;
2. Replacing eligible existing diesel-powered stationary equipment with equivalent electric equipment which plugs into a grid-source;
3. Replacing the engines of eligible vehicles/equipment with all-electric sources;
4. Replacing eligible existing diesel vehicles/equipment with equivalent diesel vehicles/equipment of EMY 2022 or newer;
5. Replacing the engines of eligible existing diesel vehicles/equipment with diesel engines of EMY 2022 or newer; and
6. Installing shore power plug-ins for ocean-going vessels to reduce idling while at port.

Replacements must fulfill the same purposes as the replaced vehicles/equipment.

3.3 Eligible Vehicles/Equipment

Diesel-powered vehicles/equipment in the following categories which are owned by an Eligible Applicant as defined in Section 3.1 are eligible for replacement (including replacement of entire vehicles/equipment or just the engines) through this grant program:

1. Class 4-8 Buses of EMY 2009 or older;
2. Class 4-8 Trucks of EMY 1992-2009;
3. Freight Switcher Locomotives which are pre-Tier 4 and which operate at least 1000 hours per year;
4. Ferries/Tugs which are unregulated, Tier 1, or Tier 2;
5. Airport Ground Support Equipment of Tier 0-2 and which are either certified to at least 3 g/bhp-hr or uncertified; and
6. Forklifts and Port Cargo Handling Equipment with greater than 8000 pounds lift capacity.

3.4 Eligible Marine Shore Power Technology

Projects eligible under Section 3.2.6 which install shore power plug-ins for ocean-going vessels to reduce idling while at port must utilize systems which comply with international shore power design standards, either:

1. ISO/IEC/IEEE 80005-1-2012 High Voltage Shore Connection Systems; or
2. IEC/PAS/80005-3:2014 Low Voltage Shore Connection Systems).

Section 4. Eligible Project Costs

4.1 Minimum Cost Share

The program will reimburse a maximum percentage of eligible project costs per each project. The maximum percentage of eligible project costs reimbursed by the program is determined by each project's type, as shown in Table 1. The maximum amount reimbursed by the program will be specified in each approved project's grant agreement. Participants must provide a minimum percentage of eligible project costs as matching funds, as shown in Table 1. The minimum match may be provided by project partners or other entities.

Table 1 – Program Cost Share Percentages per Project Type

Project Type	Maximum Eligible Project Cost Reimbursable by Program	Minimum Eligible Project Cost Provided as Cost Share by Participant/Partners
Fully electric projects (exclusively powered by electricity provided by a battery, fuel cell, or the grid)	95%	5%
Projects proposing to install marine shore power	90%	10%
Projects proposing new diesel replacements	80%	20%

4.2 Eligible Project Costs

Eligible Project Costs include:

1. The cost of replacement vehicle(s), engines, or equipment;
2. The cost of components necessary for replacement vehicle(s) or equipment to perform the same duties as the vehicle(s)/equipment it replaced (i.e., plow blades, sanders);
3. Costs associated with the acquisition and installation of electric vehicle supply equipment (EVSE) required to charge EV replacement vehicles/equipment;
4. Electrical infrastructure required to and exclusively used to power the required EVSE;
5. Energy storage (i.e. batteries) to supplement power to the required EVSE;
6. Renewable energy sources (such as solar, hydro-electric, and wind) that will be used to supply power to the required EVSE; and
7. For marine-vessel shore power technology projects only: the cost of the shore-side system, including cables, cable management systems, shore power coupler systems, distribution control systems, installation, and power distribution components.

4.3 Ineligible Project Costs:

Ineligible Project Costs include:

1. Any costs incurred prior to the Effective Date of the contract;
2. The cost of registering replacement vehicles;
3. Costs associated with project management, engineering, personnel, administering the project, including preparing/submitting reports, proposals, and documentation;
4. Costs associated with scrapping vehicles/engines/equipment;
5. Costs associated with optional or unnecessary components and add-ons; and
6. Costs associated with operation and maintenance of any technology, vehicles, engines, or equipment.

Section 5. General Conditions

In addition to the specific scope of work that will be executed as per the contract between NHDES and the selected applicant(s), all applicants must agree to the following conditions if selected for funding:

5.1 Administration Conditions

1. The applicant must provide timely responses to NHDES in order to enable development and approval of a contractual agreement in a timely manner.
2. Recipients must provide Quarterly Project Reports every quarter for two years and Annual Project Reports every year for five years or as specified in the recipient's contract.
3. Recipients must register any vehicles/equipment procured under this RFP in accordance with New Hampshire law; maintain any vehicles/engines/equipment/technology in accordance with manufacturer recommendations; not make any modifications to the systems of any vehicles/engines/equipment/technology; and make all vehicles/engines/equipment/technology and related documents (including maintenance records) available for follow-up inspection by NHDES for five years.

5.2 Scrappage Conditions (for replacement projects)

1. The replaced engines and (if applicable) chassis must be taken out of service no later than 30 days from the date that the corresponding replacement is put into service.
2. The replaced vehicles/equipment and engines must be scrapped. NHDES representatives shall be allowed to witness the destruction with a two-week minimum advance notice of the event. If NHDES elects not to witness the scrappage, documentation must be provided as specified in the Recipient's grant agreement.
3. Scrappage can be accomplished by cutting a minimum 3-inch diameter hole in the engine block and, as applicable, cutting the chassis rails.
4. Scrapped engines/chassis can be sold for scrap/salvage. Funds from such sales may be used to meet the mandatory match.
5. Recipients must provide documentation of the scrapped engines including engine serial number and the Vehicle Identification Number (VIN) or Property Identification Number (PIN), as applicable.

Section 6. Selection Process and Award Structure

Applications will be reviewed for completeness and eligibility. An applicant may be contacted should clarifying information be needed. Incomplete applications may not be scored. Eligible projects will be ranked competitively based on the scoring criteria presented in Section 6.2.

NHDES reserves the right to offer partial funding of any selected request. Upon offer of partial funding, the applicant may request a reduction of the project's scope. If the applicant requests modification of the project as submitted, the project scoring may be re-evaluated and may result in de-selection of the project. NHDES reserves the right to negotiate the terms of final award.

6.1 Meeting Priorities of Environmental Justice

The US Environmental Protection Agency (EPA) describes "environmental justice" (EJ) as "the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies."

To that end, this RFP will prioritize projects benefiting EJ communities. Competitive projects are expected to engage the effected community in a meaningful way, such as through public forums, meetings with community groups, and education/outreach events. This RFP will also consider the EJ impacts of proposed projects, including projects serving areas experiencing higher levels of diesel pollution and areas populated by historically disadvantaged groups, including rural areas.

Additionally, NHDES will work to engage Regional Planning Commission partners as well as targeted communities of interest to ensure broad distribution of this RFP and supporting materials. Prospective applicants are encouraged to contact NHDES (see Section 2.1) to request clarification, additional resources, and preliminary eligibility verification, although NHDES will not prepare or assist in the preparation of a proposal, nor will NHDES advise prospective

applicants on the likelihood of being selected.

Visit [EPA's Environmental Justice webpage](#) to learn more about EPA's EJ priorities.

6.2 Scoring Criteria

Eligible projects will be ranked competitively based on the following scoring criteria.

Table 2: Scoring Criteria		Potential Points
A	Proposal Clarity & Project Readiness <i>Proposal is thoroughly developed, is complete, and directly addresses questions being asked. Project seems feasible within timeframe and budget.</i>	30
B	NO_x Reductions <i>Calculated using EPA's Diesel Emission Quantifier (DEQ). *</i>	15
C	PM_{2.5} Reductions <i>Calculated using EPA's Diesel Emission Quantifier (DEQ). *</i>	15
D	CO₂ Reductions <i>Calculated using EPA's Diesel Emission Quantifier (DEQ). *</i>	15
E	Environmental Justice <i>Project impacts and/or engages the population of an area disproportionately affected by diesel emissions and/or an area of Environmental Justice concern.</i>	15
F	Additional Benefits <i>Project provides benefits in addition to air quality, such as project showcases, scalability, bidirectional charging capabilities, water quality, noise reduction, collaboration/cooperation with other service providers, and workforce development.</i>	10
Total		100
Bonus Criteria		Potential Points
H	Electrification Bonus <i>Project proposes technology which is powered exclusively by electricity provided by a battery, fuel cell, or the grid.</i>	25
I	Renewable Energy Source <i>Project integrates renewable energy technology (e.g. solar panels, hydro, wind).</i>	10
Final		135

*For Marine Shore Power projects: calculated using EPA's Shore Power Emissions Calculator.

Section 7. Additional Information

7.1 Rights Reserved

The State reserves the rights to cancel or extend the RFP process at any time, to reject any or all submissions in response to this RFP, and to waive formalities if doing so is in the best interests of the State of New Hampshire.

7.2 Disclosure

Proposals shall be kept confidential until a Contract becomes effective. The State reserves the right to request clarification of any proposal from Applicants. The selected Applicant(s) will be

notified in writing. Any award is contingent upon the successful negotiation of final Contract terms. Negotiations shall be confidential and not subject to disclosure to competing Applicants unless and until an agreement is reached. If Contract negotiations cannot be concluded successfully, the State reserves the right to negotiate a Contract with other applicant(s) or withdraw the RFP. Any Contract resulting from this RFP shall not be effective unless and until approved by the Governor and Executive Council.

7.3 Public Disclosure of Bid or Proposal Submission

Notwithstanding RSA 91-A:4, no information shall be available to the public, or to the members of the general court or its staff concerning specific responses to this RFP invitation from the time this RFP is published until the closing date for responses.

Generally, the full contents of any proposal (including all materials submitted in connection with it, such as attachments, exhibits, addenda, and Applicant presentations) become public information upon approval of the final contract or grant agreement with the selected Applicant. Certain information concerning proposals, including, but not limited to, pricing or scoring, is generally available to the public even before this time, in accordance with the provisions of NH RSA 21-G: 37.

For more information about submitting a proposal containing confidential information, submit a question to the Designated Contact listed in section 2.1.

Appendix 1: Project Proposal Form

The following Project Proposal Form, which includes an eligibility checklist, is also found as a separate document on [the NHDES VW Webpage](#).

Please fill out the entire form and submit it (along with required attachments) via the method described in Section 2.3.

Applicants must meet the eligibility criteria found in A1.1 Eligibility Checklist to be considered for this funding opportunity. Proposals found ineligible will be rejected.

Applicants who find that their proposals are ineligible may find that their projects are eligible for the NH Clean Diesel Grant Program. Check [NHDES' DERA webpage](#) for additional information on the NH Clean Diesel Grant Program.

A1.1 Eligibility Checklist

- ☐ The applicant is one of the following (please check which):
 - ☐ Municipality.
 - ☐ Public school district, school administrative unit, or public school.
 - ☐ Public college/university.
 - ☐ Other local government entity, such as transit agency or port authority.
- ☐ The applicant is proposing one of the following (please check which):
 - ☐ Replace an eligible diesel vehicle with a battery electric equivalent vehicle.
 - ☐ Repower an eligible diesel vehicle's engine with an electric system.
 - ☐ Replace an eligible piece of non-highway diesel equipment with a battery electric equivalent.
 - ☐ Replace an eligible piece of stationary diesel equipment with a grid-powered version.
 - ☐ Replace an eligible diesel vehicle with an equivalent new diesel vehicle.
 - ☐ Repower an eligible diesel vehicle's engine with an equivalent new diesel engine.
 - ☐ Replace an eligible piece of non-highway diesel equipment with the equivalent new diesel equipment.
 - ☐ Install eligible shore power to reduce idling of ocean-going vessels while in port.
- ☐ The project proposed has not yet begun (except for preliminary site evaluations, quotes and feasibility studies).
- ☐ The applicant understands that this is a reimbursement grant program; if the applicant is selected for this funding opportunity, the applicant will have to wait for project approval from NH Governor and Executive Council before proceeding with the project; after the approved project incurs expenses, reimbursement can be requested in accordance with the approved contract.



Granite State Clean Fleets Request for Proposals

New Hampshire VW Environmental Mitigation Trust
Technical Services Bureau / Air Resources Division



A1.2 Contact Information

Entity Name:
Entity Mailing Address:
Contact Person 1 (for proposal/entity)
Name:
Title:
Phone:
Email:
Contact Person 2 (for proposal/entity)
Name:
Title:
Phone:
Email:
Contact Person 3 (optional; for project partners)
Name:
Title:
Phone:
Email:
Contact Person 4 (optional; for project partners)
Name:
Title:
Phone:
Email:
Contact Person 5 (optional; for project partners)
Name:
Title:
Phone:
Email:

Utility Contact Information
Utility Contact Person 1
Name:
Title:
Phone:
Email:

Utility Contact Person 2 (optional)
Name:
Title:
Phone:
Email:

A1.3 Project Narrative

1. Project Overview: Please provide a description of your project, including (but not limited to):

- General overview of work to be completed,
- Project partners and subcontractors (if applicable) involved in the project and their experience in completing similar projects,
- Support from and involvement of the community,
- Community partnerships and collaborations,
- Expected impact,
- Any benefits that this project will have *in addition to* air quality, and
- The project's feasibility and potential for success.

2. Project Locations: Please describe the area that the project will affect (i.e., which routes are covered by proposed school buses) as well as the area(s) that will house the electrical infrastructure (if applicable). If you would like to provide maps, please attach them as a separate document.

3. Technology Overview: Please briefly describe the vehicles/engines/equipment/technology you propose to purchase under this program. If this is an electrification project, please also include information about the EVSE (brochures and pamphlets should be attached as separate documents). If this is **not** an electrification project, please briefly explain why not. This should complement Attachment 1: Fleet Description.

4. Project Timeline: Please describe the project timeline, including steps taken during the pre-application preparation period, including (but not limited to):

- Fleet assessments
- Utility site assessments
- Feasibility studies
- Preliminary quotes
- Community meetings, hearings, and/or votes
- Partnerships and subcontractors

- Site upgrades
- EVSE or shore power procurement and installation
- Vehicle/Equipment procurement and implementation
- Scrappage

5. Budget Narrative: Please provide a detailed budget narrative for the project, including source of the required match funds. This should complement Attachment 2: Cost Proposal.

A1.4 Attachments and Photographs

Please provide the attachments listed below as attachments via email. **Do not** paste images, maps, or tables into this form. Additional attachments (such as maps, quotes, letters of support from partners) may be provided as the applicant deems necessary.

1. Photographs:

For replacement projects: please provide photographs of the existing unit(s) which clearly show the general condition of the chassis/vessel(s), any accessories necessary for its function, and engines.

For electrification projects, including marine shore power, please provide photographs of the site(s) proposed for installation of the technology and infrastructure. Additionally, please provide a manufacturer's brochure of the EVSE or shore power technology.

2. Project Tables:

For any project except for marine shore power installation, please complete **Attachment 1: Fleet Description**.

For all projects, please complete **Attachment 2: Cost Proposal**.

Both of these attachments are found on the NHDES VW webpage.

3. Utility Assessment:

For electrification projects, please include the site assessment(s) and quote(s) for infrastructure upgrades prepared by the local utility for the proposed site.

Solid Waste motion to move forward with the Grant for the electric truck

Questions for review:

1). What is the manufacture and model of the truck we are looking to purchase under the Grant?

The manufacturer of the truck is Battle Motors. They are from New Philadelphia, Ohio. It is their EV model. They also build diesel trucks and are known for building severe duty trucks. Comparison price for a diesel version of EV truck would be \$437,928.00. Pricing from New England Kenworth salesperson Justin Bairault.

2). What expenses are not included in moving forward with the purchase?

The only expense that are not covered by the Grant is they will not cover the cost of extended warranties. Extended warranties would be: Chassis: 5-7 years = \$9,067.00, Body for 2 years = \$6,480.00 and just on pump and valves for 3 years = \$4,300.00.

3). When was DPW planning on replacing the existing Peterbilt and what is the replacement cost?

The existing Peterbilt was not scheduled for replacement but will be needed within the next 2 years. Some repairs that we are aware of now is that it will need a new clutch, at a cost of \$4,000-\$6,000 and maybe a transmission at a cost of \$8,000 and multiple other small repairs.

4). The ranking of the Grant, Bob suggested we scored 100, please provide that calculation. Is there any risk that we would order the truck and the Grant would not come through?

Scoring criteria – please see attached sheet also we would know if we got the Grant before we would get the truck.

5). How much will it cost to scrap the Peterbilt?

The only expense to get rid of the Peterbilt would be transportation to Concord to Recycle the steel from the truck which would be an income so we should receive money back.

6). How much will it cost to dispose of the lithium battery? And how much will it cost to purchase a new lithium battery?

The old lithium battery would go back as a core charge credit towards a new battery. The cost would be \$36,018.00 with the old battery. Original batteries have a life expectancy of 10 years.

7). What are the maintenance costs of both the chassis and the split body – what accessories for the truck are not included in the Grant?

The only expenses would be for the charging station if we cause damage to it by hitting it. All updates to software are included for life and it comes with a 10 Year warranty. Also, chassis and body maintenance would be greasing and normal wear and tear items such as tires, wipers and brakes.

8). Does the Grant include the cost of both the chassis and the split body – what accessories for the truck are not included in the Grant?

Cont...

The Grant covers chassis, body and charging system, as well as including all power upgrades that are needed to operate.

9). Are there any employee related sources associated with purchasing this truck – how to drive it, how to maintain it?

From a drive ability standpoint it is the same as a diesel truck. As far as service, a program would be given to the mechanic to have for any problems and as far as everyday maintenance, it would be the same as a diesel vehicle.

10). How is the cost of insurance impacted?

Insurance would be the same as a diesel truck, it is based on the value of the vehicle, no extra coverage would be required per Amy Poole at Primex.

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6.2 Scoring Criteria

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Total		100
Bonus Criteria		Potential Points
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*For Marine Shore Power projects: calculated using EPA's Shore Power Emissions Calculator.

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Pembroke Automated Collection Program					
Data Collection - ANNUAL SUMMARIES					
MONTH	Weight (in Tons)		% RECYCLING	AVER. RECYCLING FEE / Ton	SAVINGS due to RECYCLING
	* TRASH	RECYCLING			
2010 *	1205.73	465.09	27.87%	\$12.56	\$23,552.85
2011	1753.94	745.16	29.69%	(\$6.51)	\$54,811.48
2012	1669.23	799.98	32.41%	\$13.57	\$42,379.74
2013	1711.74	802.92	32.03%	\$12.73	\$43,313.26
2014	1813.01	852.68	31.96%	\$1.75	\$56,771.96
2015	1876.65	788.1	29.60%	\$7.05	\$43,321.26
2016	1848.16	804.95	30.35%	\$6.19	\$45,097.57
2017	1912.58	830.21	30.24%	\$2.90	\$49,020.82
2018	1967.44	852.82	30.25%	\$21.72	\$35,083.05
2019	1973.78	765.15	27.98%	\$22.56	\$31,471.99
2020	2154.12	824.99	27.71%	\$22.71	\$35,690.07
2021	2215.17	819.66	27.19%	\$2.14	\$53,793.17
2022	2128.55	759.61	26.33%	\$47.38	\$23,013.93
2023	846.6	285.87	25.25%	\$136.48	(\$10,631.16)
TOTAL	25,076.70	10,397.19	29.20%	\$21.66	\$526,689.98

effective 11/2022									
	<u>Recycling Value</u>	<u>recycling tonnage at trash rate</u>	<u>Total Savings</u>	<u>trash rate</u>					
* May-Dec	\$5,641.46	\$29,194.31	\$23,552.85						
	(\$5,034.79)	\$49,776.69	\$54,811.48						
	\$11,058.93	\$53,438.66	\$42,379.73						
	\$10,321.80	\$53,635.06	\$43,313.26						
	\$186.74	\$56,959.02	\$56,772.28						
	\$5,540.85	\$48,862.20	\$43,321.35						
	\$4,809.34	\$49,906.90	\$45,097.56						
	\$2,595.85	\$51,473.02	\$48,877.17						
	\$18,603.42	\$53,684.48	\$35,081.06						
	\$17,294.22	\$49,090.22	\$31,796.00						
	\$18,514.23	\$54,204.29	\$35,690.06						
	\$1,635.13	\$55,434.98	\$53,799.85						
	\$37,099.20	\$60,337.98	\$23,013.93	new contract Sept 2022					
	\$38,932.29	\$28,301.13	-\$10,631.16	TO MAY 2023					
	\$167,198.68	\$694,298.94	\$526,875.41						

COST ANALYSIS - RECYCLING in PEMB

	TRASH	RECYCLING	% RECYCLING	RECYCLING FEE/TON
<u>2022</u>				
SEPTEMBER	194.52	66.8	25.56%	\$130.09
OCTOBER	171.81	65.42	27.58%	\$137.28
NOVEMBER	188.32	60.16	24.21%	\$155.89
DECEMBER	181.01	69.46	27.73%	\$142.79
TOTAL	735.66	261.84	26.27%	\$141.51
				average
<u>2023</u>				
JANUARY	166.06	61.81	27.13%	\$141.35
FEBRUARY	144.34	48.71	25.23%	\$146.47
MARCH	179.42	62.05	25.70%	\$135.78
APRIL	166.12	51.99	23.84%	\$131.98
MAY	190.66	61.31	24.33%	\$126.80
TOTAL	846.6	285.87	25.25%	\$136.48
				average

ROKE NH

Extra Recycling Cost	Trash Cost
(\$2,301.66)	\$19,257.48
(\$2,504.28)	\$17,009.19
(\$3,422.50)	\$18,643.68
(\$3,041.65)	\$17,919.99
(\$11,270.09)	\$72,830.34

(\$2,617.65)	\$16,439.94
(\$2,312.26)	\$14,289.66
(\$2,282.20)	\$17,762.58
(\$1,714.63)	\$16,445.88
(\$1,704.42)	\$18,875.34
(\$10,631.16)	\$83,813.40

AGREEMENT FOR EMPLOYMENT AS K-9 HANDLER

This Agreement is made and entered into this _____ day of _____, 2023 by and between the Town of Pembroke, NH /Pembroke Police Department, a municipal corporation, with an address of 311 Pembroke Street, Pembroke, NH 03275 (collectively the "Town") and _____ ("Employee" or "Handler"), agree as follows:

1. **Scope:** This Agreement between the parties memorializes the parties' mutual promises and understanding with regard to Employee's participation in the Pembroke Police Department K-9 Program. Employee shall maintain all certifications required for a police officer in the State of New Hampshire and shall fulfill all duties set forth in the job description for Patrol Officer. Except as explicitly provided herein or in any Town job description for K-9 Handler, the terms of this Agreement supplement and do not replace or modify the duties of a Patrol Officer.

2. **Term:** This Agreement shall be effective upon signature of both parties and shall continue in effect for a period of five (5) years from the effective date or until one or more of the following occurs:

- a. The Town determines in its sole discretion to discontinue the K-9 program; or
- b. Employee is subject to disciplinary action that includes removal from the K-9 program for violation of any Town policy; and federal, state or local law, or any violation of the terms of this Agreement;
- c. Employee voluntarily resigns, is terminated from employment or is no longer able to perform the essential functions of a patrol officer/K-9 Handler;
- c. The canine is no longer healthy or able to perform its duties safely;
- d. The parties agree to reassignment of employee within the department.

3. **Compensation:** This position is a non-exempt position for the purpose of compliance with the Fair Labor Standard Act which means that Handler will be eligible to earn overtime in accordance with Town policy. Handler's base rate of pay will be _____ consistent with the rate of pay for patrol officers of his grade and seniority. Handler will be eligible for COLA and pay increases on the same basis as other employees in the Police Department.

4. **Responsibilities of the Town:**

- a. Create and maintain a job description of the qualifications and duties of a K-9 Handler;
- b. The Town agrees to purchase a canine for the purpose of continuing its K-9 Unit;
- c. The Town agrees it will be solely responsible for all costs of care for the canine including food, protective equipment, licensing and medical care through a provider chosen by the Town or by Handler with prior Town approval. However, notwithstanding, the Town agrees that in the case of a medical emergency Handler may seek emergency care for the canine from an available provider for which the Town will be financially responsible.

- d. The Town will allow Handler up to thirty (30) minutes of each assigned shift, or four (4) hours weekly for daily care of the canine which shall be compensated as active work hours;
- e. The Town will provide at its expense, formal and specialized training to Handler and the canine for a patrol certification. This training and certification shall be conducted by the Boston K-9 Academy or such other academy as the Town selects in its sole discretion. **The Town's obligation to cover the costs of such training shall be subject to the terms of paragraph _ Reimbursement.**

5. **Responsibilities of the Handler:**

- a. Handler agrees to maintain their certification as a police officer in the State of New Hampshire and to fulfill the duties of a patrol officer in the Town of Pembroke;
- b. Handler agrees to successfully complete training and certification from the Boston K-9 Academy and to maintain all requirements of that certification;
- b. Handler agrees to be responsible for the proper care and handling of the canine; including but not limited to providing proper food and water, shelter, exercise, and medical care;
- c. As an employee of the Town Handler acknowledges he is subject to all Town policies, rules and regulations as well as the terms of this Agreement.

6. **REIMBURSEMENT:** The costs to the Town involved in providing K-9 Training and certification to Handler and the canine are difficult to assess as are the costs to the Pembroke Police Department if Handler were to terminate their employment prior to five (5) years from the date of certification as a K-9 Handler. In recognition of this fact, Handler agrees that if they voluntarily terminate their employment with the Town prior to the expiration of five (5) years from the date of certification, Handler agrees to pay to the Town liquidated damages in the amount of _____, not as a penalty, but as agreed upon liquidated damages to cover the Town's investment in their training for which the Town will not realize full benefit. This amount will be reduced on a pro-rated monthly basis based on the number of months remaining of their five-year commitment on the date of departure.

No liquidated damages will be payable in the event that: 1) Handler or the canine fails to satisfactorily complete, or is dismissed during, the Boston K-9 Academy; 2) in the event that the Handler is required to terminate their employment due to a disabling illness or injury; 3) the canine is injured or ill and unable to safely perform or 4) the Town fails to fund the Handler's position or otherwise discontinues the program.

7. **Disposition of Canine:** Upon a decision by the Town, in its sole discretion, that the canine will be retired for any reason or upon termination of the K-9 Program, the Town agrees to offer ownership of the canine to the Handler at no cost provided Handler agrees in exchange to execute a waiver of liability and waiver of claims acceptable to the Town. Upon transfer of ownership to Handler, Handler will receive all certifications of pedigree for canine as well as copies of all its medical records.

8. **Entire Agreement:** This Agreement constitutes the entire agreement between the Parties and supersedes any prior understanding or representation of any kind preceding the date of this Agreement. There are no other promises, conditions, understandings or other

agreements, whether oral or written, relating to the subject matter of this Agreement. This Agreement may only be modified in writing and signed by both Parties.

9. **Governing Law:** This Agreement shall be governed by the laws of the State of New Hampshire without regard to the principles of conflicts of law thereof. Any judicial proceeding/ claims brought under this Agreement shall be brought in the Superior Court in the County of Merrimack, New Hampshire.

SO AGREED this _____ day of _____, 2023

BY EMPLOYEE:

Name:

BY THE TOWN:

Karen Yeaton, Chair Board of Selectmen
SO AUTHORIZED BY VOTE OF THE
BOARD ON [DATE]

Town of Pembroke Policy
Building Permits on Class VI or Private Roads

1. Purpose and Intent

Under RSA 674:41, the Board of Selectmen has the discretion to authorize the issuance of building permits on Class VI or private roads within the Town, after review and comment by the Planning Board.

The Board of Selectmen has adopted these guidelines to help guide the decision-making process when presented with such an application. It is emphasized that the Board of Selectmen will consider any factor relevant to the authorization of a building permit in a particular case. Therefore, this statement of guidelines is not intended to be an exhaustive list of considerations, but to be a guide for both the Board of Selectmen and applicants for such building permits.

The New Hampshire Supreme Court has said that one of the purposes of RSA 674:41, I(c) is to prevent scattered and premature development; that the decision of whether to allow building on Class VI roadways or private roads is a major policy decision; and that unrestricted building can have a major impact on the Town's budget if the Town is forced to subsequently upgrade substandard, unmaintained roads. The Board is mindful that development along a Class VI or private road may tend to drain existing Town services and force increased costs to the Town to provide additional services. It is therefore the purpose of these guidelines to minimize development along Class VI and private roads. It is also the purpose of these guidelines to ensure that any structures built on Class VI or private roads are reasonably accessible to emergency vehicles twelve months each year. In that way, the safety and property of people occupying or using those structures will not be unreasonably placed at risk, nor will the safety of emergency response personnel, or their vehicles and equipment, be unreasonably endangered.

2. Application

Every application to the Board of Selectmen requesting that the Board authorize the issuance of a building permit on a Class VI or private road shall be made in writing and accompanied by a map drawn to scale showing:

- a. The location and the size of the lot and its relation to the Class VI or private road providing access, and the distance to the intersection with the Class V or better road which gives access to the Class VI or private road;
- b. The specific location of all proposed and existing structures;
- c. The location and length of the driveway giving access to the structures from the Class VI or private road;
- d. Existing features along the length of the Class VI or private road from the proposed structure to the intersection with the Class V or better road providing access;
- e. Proposed improvements to the Class VI or private road;
- f. Any other information which the Board of Selectmen may reasonably require.

3. Criteria to Be Considered

The Board of Selectmen may authorize a building permit upon a Class VI or private road only when it is demonstrated by an applicant, and determined by the Board of Selectmen, that issuance of the permit will not have a negative impact upon the Town and that the Class VI or private road in question provides safe, sufficient, and adequate all-season access. The Board of Selectmen should evaluate applications, in consultation with the Planning Board, using the following criteria (as well as any other criteria they deem relevant):

- a. Conditions of the Class VI or Private Road:
 - whether the road has adequate drainage,
 - whether the grade is suitable to handle increased development and use,
 - whether the surface is suitable for increased use and/or weight, including by public safety personnel, and
 - whether public safety personnel, vehicles and/or equipment would have difficulty reaching the property, creating increased risks to those occupying or using the proposed structure(s) as well as increased risk to the responding public safety personnel, vehicles, or equipment.
- b. The nature, condition and grade of the Class VI or private road from its intersection with a Class V or better road to the driveway of the subject property.
- c. Length of travel to reach the nearest intersection with a Class V or better road (see Section 4 below).
- d. Conditions of connecting roads and intersections: whether they are adequate to handle increased traffic.
- e. Whether issuance of the building permit would tend to distort the Town's official map or Master Plan.

4. Distance to Class V Road

No building permit will be authorized if the driveway access to the principal structure from the Class VI or private road begins more than two hundred (200) feet from the intersection of the Class VI or private road and the Class V or better road giving access. Applications that meet the 200 feet distance will not automatically be approved as this is but one criterion to be considered.

The Board of Selectmen may consider waiving the 200 feet distance:

- i. Where the deviation from the 200 feet distance is insignificant and the Board finds the issuance of the permit is not contrary to the spirit and intent of this policy; *or*
- ii. Where the applicant proposes to physically bring the relevant portion of the Class VI or private road up to the Town's Class V standards; and
- iii. The Board requires the applicant to properly maintain the improved portion of the Class VI or private road; and
- iv. The Board finds that the issuance of the building permit is not contrary to the spirit and intent of this policy.

5. Improvements to Class VI or Private Roads

- a. Before beginning any work within the limits of the Class VI road (including the traveled way and any shoulders, drainage structures, or associated areas), the applicant must obtain written permission from the Board of Selectmen pursuant to RSA 236:9-:11, and shall be subject to the penalties provided by RSA 236:14 and any other applicable statute or ordinance for failure to secure or comply with the terms of that permit. This requirement for permission shall not apply to private roads.
- b. When a Class VI or private road is to be brought "to Class V standards," the standards to be met are those set out in the Town's Subdivision Regulations.
- c. At a minimum, the Board of Selectmen shall require the following standards in all seasons for the Class VI or private road providing access to the property, from the intersection with the Class V road providing access to the driveway of the subject property:
 - A traveled way width of at least 20 feet;
 - A height clearance of at least 13.5 feet;
 - A grade of no more than 12%; and
 - A suitable driving surface to accommodate the weight of fire apparatus or other emergency vehicles.
- d. The Board of Selectmen will require that the proper completion of the improvements be secured by providing to the Town security in a form and amount to be determined by the Board of Selectmen.
- e. The Board of Selectmen will also require that all such work, whether to Class V standards or some other standard, be completed to the satisfaction of the Department of Public Works.
- f. Any action taken by the Board of Selectmen on an application shall not be deemed a representation or certification as to the location of the Class VI traveled way within the public easement and shall have no bearing on any private rights of abutting land owners and/or claims of encroachment.

6. Notice to Be Recorded

Prior to the actual issuance of any building permit authorized by the Board of Selectmen for construction on a Class VI or private road, the applicant shall provide the Town with an executed notice to be recorded at the Merrimack County Registry of Deeds. The Town will have the notice recorded at the applicant's expense prior to issuance of the building permit. The notice shall include all of the following information:

- a. The property owner's name and contact information
- b. Description of the property (address and/or map and lot number)
- c. Book and Page number of the property owner's deed as it is recorded in the Registry
- d. Name of the Class VI or private road and the fact that it is a Class VI or private road
- e. Statement that the Selectmen, after review and comment by the Planning Board, adopted a policy under RSA 674:41 that allows building on Class VI or private roads under certain circumstances

- f. Statement referring to RSA 674:41, I(c) or I(d), as applicable, and RSA 231:93, that the Town of Pembroke has no legal duty to maintain the road (including plowing, grading, drainage, paving, etc.), nor does it assume or have any liability for damages resulting from the use of the road. Further, the statement should provide that municipal services such as police, fire, ambulance, school bus transportation, and others, may be unavailable at times.
- g. The owner agrees to these limitations of Town responsibility and liability, and the owner is responsible for any road improvements, maintenance, and/or repair work.
- h. For Class VI roads only: Prior to performing any road repair or maintenance work on a Class VI road, the owner will obtain approval of the Board of Selectmen or road agent under RSA 236:9. Describe, if any, the types of work the owner has standing written permission from the Town to perform, together with any conditions.
- i. For Class VI roads only: The road is a public highway and the owner shall not prohibit unauthorized use
- j. For Class VI roads only: Pursuant to RSA 41:11, the Board of Selectmen retains full authority to regulate the public use of the road, including the owner/applicant's use, and the installation of unlocked gates or bars.
- k. Witnessed signatures of the owner(s) and the Board of Selectmen.

7. Effect of Approval/Occupancy Certificate

A decision by the Board of Selectmen to authorize the building permit does not relieve the applicant from compliance with any other applicable law, ordinance, or regulation, such as but not limited to, the Zoning Ordinance, State Building Code, State Fire Code, or Driveway Regulations. Notwithstanding a Board vote as described herein to authorize issuance of the building permit, the applicant must comply with all applicable ordinances and regulations to obtain a building permit. No Certificate of Occupancy will be issued by the Town of Pembroke until the requirements of road improvements, if any, under a permit issued pursuant to this policy have been satisfied and signed off on by the Board of Selectmen or their designee. If the building is occupied without a Certificate of Occupancy, the occupants and/or owner shall be subject to penalties according to all applicable Town ordinances and State laws.

Adopted: _____; effective immediately upon adoption.

Pembroke Board of Selectmen

Karen Yeaton

Sandy Goulet

Richard Bean

Rick Frederickson

Peter Gagyí

Pembroke and Allenstown Old Home Day

Pembroke Town Hall
311 Pembroke St.
Pembroke, NH 03275



RECEIVED

JUN 19 2023

TOWN OF
PEMBROKE, NH

Dear Selectmen:

We would like to invite all Selectmen to participate in our upcoming parade on Saturday, August 26, 2023. The Pembroke and Allenstown Old Home Day Parade starts at 10 a.m. Please be at lineup by 9:30 a.m. at the base of Letendre Ave. If anyone is unable to walk, we have a transport golf cart that is available. Please let me know how many will be participating in the parade.

Historically, the Selectmen have judged the floats in the parade. We would love to have this tradition continued. The floats can be previewed between 9 and 9:30 a.m. on Valley Street prior to parade.

Please stop at reviewing stand downtown where you can pickup clipboards with the judging sheets. Please judge the floats as they pass the reviewing stand and give clipboards to Pat Fowler upon completion of the parade.

Float judging is based on theme, originality, and creativity and each float must be rated from 1-10 with 10 being the highest score. This year's theme is "Kindness Matters."

We look forward to your participation and appreciate your help with the float judging. If you cannot make it, please give me a call.

Any questions, feel free to call Lorette Girard 603-630-2540

Thank you! See you on August 26th!

PEMBROKE AND ALLENSTOWN OLD HOME DAY COMMITTEE

Pembroke and Allenstown Old Home Day

Pembroke Town Hall
311 Pembroke St.
Pembroke, NH 03275



RECEIVED

JUN 19 2023
TOWN OF
PEMBROKE, NH

Dear David,

Would you please pass on to the following boards:

Sewer Commissioners
Cemetery Commissioners
Pembroke Water Works
Planning Board
Zoning Board
School Board
ETC.

Our invitation to this year's Old Home Day event.

We hope to see many of you there.

Thank you.

Sincerely

A handwritten signature in cursive script that reads "Lorette Girard".

Lorette Girard

Old Home Day Committee Member



Pembroke and Allenstown Old Home Day

Pembroke Town Hall

311 Pembroke St.

Pembroke, NH 03275

Dear Chairmen:

We would like to invite all members of your Board to participate in our upcoming parade on Saturday, August 26, 2023. The Pembroke and Allenstown Old Home Day Parade starts at 10 a.m. Please be at lineup by 9:00 a.m. at the base of Letendre Ave.

This year's theme is "Kindness Matters".

We look forward to your participation.

Any questions, feel free to call Lorette Girard 603-630-2540

Thank you! See you on August 26th!

PEMBROKE AND ALLENSTOWN OLD HOME DAY COMMITTEE



Is Anyone Willing or Even Capable of Serving Anymore?

July 31, 2023

By Jim Glennon

A quote attributed to Plato, is as follows: *"It does not matter if the cobblers and masons fail to do their jobs well, but if the guardians fail, the democracy will crumble."*

The Guardians, our protectors, in the United States, are those who serve in the military and law enforcement professions. People we have needed and counted on since the country's inception.

From the lens of today, 2023, is Plato's warning of the crumble, imminent?

I love history. I read it, study it, am amazed by it. I'm especially drawn to the stories about those who put themselves second. Who willingly put their lives at risk. Who are driven to support principles, that to them matter so much, that they devote their lives to the protection of others.

My wife always asks me, "Why do you watch so many war movies, with all the shooting and death?"

"Sacrifice," is my quick reply. But it is much more than that. The camaraderie among a group of people with like-minded values is another reason. Human beings pushing themselves beyond both their physical and emotional limits is still another. The literal love they have for a greater good. Their drive to be a safeguard for our way of life and be a shield that protects the innocents from the world's evils. All of those impact me on an emotional level.

I've watched Band of Brothers dozens of times. Read most of the books. Met several of the actual men who were part of that company.

I've read about D-Day, Pearl Harbor, the American Revolution, etc.

I'm always amazed that these men (and women, who are often overlooked) sacrificed, dropped everything, jeopardized everything and risked their lives in order to preserve our world and protect the populace as a whole.

And though we've always needed and relied on them, we've also taken them for granted. Worse, too often, we've abandoned them when their fight has been won, when their tours have been completed.

Perhaps, it's simply the taking of their collective sacrifices for granted. Out of sight out of mind so to speak.

Other times the abandonment can be motivated by political opportunity.

Often it's the optics of the struggle, the fight. Battling evil and the criminal minded is an ugly business. It's witnessing a cause of discomfort for the unprepared and fragile minded masses.

Whatever the reason, from the beginning of the Republic, this has been a consistently sad reality.

Dismissing the sacrifice of those who guard and protect.

What About Today?

Our society has always assumed – as in we never actually think about it – that there will always be people to fill the Guardian role, defend our democratic principles and be the protectors of those who need protection.

It is taken for granted that “somebody will show up and handle the crisis.”

Somebody will show up and handle...

In 2020 I wrote an article titled, *What's It Going to Look Like When Police Protection Dries Up?*

In it I asked the pertinent question, “What if no one was willing to answer the call anymore?”

What if there were no Guardians? What would happen to our society?

Three years ago, those questions bordered on the hypothetical.

Today, those questions are pointed, calculated, necessary and beyond alarming.

It's alarming because it goes beyond finding those “willing” to serve, which is a major problem. The military and law enforcement are having unprecedented problems filling their ranks. People for a variety of reasons don't have the motivation to join and serve others anymore.

A survey Calibre Press conducted in 2020 exposed this reality. We found that of the over 10,200 police officer respondents, only 7% would recommend the job as a profession to family members. That is terrifying. I mean if we don't advocate for the profession, who will?

Now consider the military. Recently the armed services admitted that the "number of military personnel and veterans who would recommend joining the armed forces has dropped in the past two years — a waning enthusiasm that could threaten national security, according to new research..."

As alarming as that lack of advocacy is, another interesting and frightening reality has brought up a new question: *How many are even capable of filling the role?*

According to Military.com a new study from the Pentagon "*shows that 77% of young Americans would not qualify for military service without a waiver due to being overweight, using drugs or having mental and physical health problems.*"

Seventy-seven percent are not physically qualified!?

I recently had a conversation, one of many throughout the country, about the problem with recruits being physically capable of passing rudimentary physical tests.

Generally, what this Chief of Police told me is summarized here, though obviously not verbatim.

"We had 1,000 take out applications. We had 500 show up for orientation. We had 150 take the written test where 75 passed. Of those 75, only 45 participated in the physical power test. Of the 45 who had to run a mile and a half in less than 12 minutes, bench press 75% of their weight, bend, stretch and drag a dummy, only ten passed! Ten! Then we conducted our drug tests that they know they have to take and five flunked! After the background, one was left, and he decided not to join because he didn't want to work night shifts."

I spoke to a training director of a major Midwest city just last month. She told me that ten years ago they would have two academy classes running simultaneously with about 65-75 recruits in each class. The dropout rate was about 5%.

In 2023?

They began their *one* academy class with 20 recruits and within ten weeks, only 9 were still in the course. Some were forced out, but most quit. Some had their mothers drop off their gear without any warning or explanation.

I talked to another training director and she told me that one recruit showed up to the first day of the academy with an emotional service cat that he insisted needed to be next to him throughout the four month course.

Old Guy Talking About the Past

When WWII broke out we had citizen soldiers. Drafted civilians with no military training. They went to boot camp. Most, the vast majority, were able to physically handle the training.

Why?

Because they were naturally in physical shape.

As throughout all of human history, they played outside for 8, 10, 12 hours a day between the ages of 7-13. They learned how to create games, make up rules, build stuff, argue and resolve conflict with zero assistance from mom and dad.

They all played sports in high school, most multiple sports. Then, they all had part-time jobs.

They started doing some type of work to earn money at 10, 11, 12 years of age. Sometimes

younger.

That type of adolescent behavior continued through the 1980s.

If you're over 40, think about the age you were when you did anything to earn money.

Paper route, cutting grass, shoveling snow, babysitting, caddying, etc. How old were you?
12?

When I was in high school virtually everyone I knew had some type of part time job. Every single one of my college friends worked their way through those four years.

Today?

Every time I bring up this issue, anywhere to anyone, family, friends, in a classroom, I know that some, including my own kids, roll their eyes because, "The old guy's gonna tell a story about, what it was like when he was a kid."

I get it. I did the same to my dad.

Still...

What is going on?

According to the CDC the average adult in the U.S. is 15 pounds heavier than in 1990.

In 1970, 12% of the population was considered obese. By 2016, that number rose to 37% based on the exact same criteria.

Teenagers play less sports, walk less, ride their bikes less, converse less, create less, build stuff less and sit on their collective buttocks staring at screens for, according to a 2023 study, 7.5 hours every single day!

They are, overall, and I know I am generalizing, certainly less autonomous than any prior generation by a significant amount.

According to Common Sense Media, 42 percent of kids have a phone by age 10. By age 12, it's 71 percent. By 14, it's 91 percent. So they are, essentially, never out of contact with everyone in their lives for any moment of time.

They need something, feel something, desire something, their brains are programmed to push a button that will serve to satisfy.

Want to be emotionally validated? Go to social media, call mom, call a friend.

For those born after 1995, at what age do they seek out their first form of payment for a task completed? 12, 14, 16, 18, 21?

Do they babysit? Cut grass? Shovel snow? Caddy? Get up at 5am and deliver newspapers and then once a month walk the neighborhoods collecting money from argumentative adults?

We had a decent amount of snow one day last winter. I went out with my snow blower and hit the driveway. Then, it snowed a couple of more inches. The snow was flaky, light. No big deal.

Two kids, maybe 12 years old, showed up at the front door of my house snow shovels in hand and asked if they could "do the drive and walk." I have a pretty long driveway. I asked them how much they would charge. One of these kids said, "Well, let us do it and you pay what you think it is worth, maybe ten dollars?"

I said "Deal."

They spent no more than 30 minutes on the drive, did a great job.

I gave them \$20, a piece. My wife got mad at me for being cheap and handed them another \$10 each.

My point?

Those are two kids who will make something of themselves. They took the initiative, a rarity today, saw and seized an opportunity to make money, dealt with adults – on their own – bargained, delivered, and were rewarded.

Fantastic!

Today, we are hiring some to be police officers who have never, ever had any type of job. I asked an applicant if he ever received a W2 and this college graduate responded with, “What’s that?”

So, what are we doing as a profession and a society to meet the critical need of attracting and hiring Guardians?

Are we rethinking the profession, training, salaries?

Are we championing those who show initiative at an early age?

Are we, collectively and as a political class, honoring and advocating for those who are members of the military and law enforcement?

In way too many corridors of society we are not.

Conclusion

I ranted somewhat, but here are my points.

The law enforcement profession is complicated and eclectic in nature. We have to be in shape for the rare times we need our physical beings to handle the dangerous, the

noncompliant, the violent.

That said, the profession is actually a human behavior business. We exist because of other people's behavior which means, we have to be specialists in that field.

I took four years of psychology in college, earned a BA. But I also worked as a bartender for three years while in school. I've said this countless times; I learned more about psychology, human nature, reading people and conflict resolution behind that bar than in the four years I was taking psych courses.

So, we need people with people skills. And you can only acquire said skills from having a lot of experience with other people! People who are different, from different cultures, who are experiencing angst and confusion, who look at the world differently than you. Again, proficiency in the human behavior field is attained from dealing with human behavior, which implies we desire people who spend most of their time off their asses!

Finally, we need Guardians. Always have, always will.

The world is not what it was just a few short years ago. Society and the Guardian professions have to rethink who they are and how to attract and cultivate choice candidates.

Note I said society has to be involved. For the path we currently walk as a societal collective will result in not only less people willing to be Guardians, but less people capable of the challenge.

This is playing out in real time.

Today.

Right now.

Where will we be in ten years if nothing changes, and the reality ignored?

WHAT ARE YOUR THOUGHTS? E-mail us at: editor@calibrepress.com

**BOARD OF SELECTMEN
TOWN OF PEMBROKE, NH
August 2, 2023 at 6:30 PM**

DRAFT,

Present: Selectman Karen Yeaton, Selectman Richard Bean, Selectman Peter Gagy, Selectman Rick Frederickson

Staff: Town Administrator David Jodoin

Excused: Selectman Sandy Goulet

I. Call to Order:

Chairman Yeaton called the meeting to order at 6:33pm.

II. Citizen Comment

None

III. Scheduled Meetings

Disposition of Old Air packs

Chief Gagnon shared the old air packs are going out of service. The new air packs have come in and are expected to be in service in the next two weeks. Everyone is working on getting used to the new air packs and training on the new technology before the old packs are officially disposed of. The vendor who sold the packs gave the Department an offer for store credit of \$300/per pack. He is a Fire equipment distributor that is frequently used by the Department for equipment supplies. The total credit comes to around \$8,000 and will likely be spent within the year.

Selectman Gagy made a motion to authorize Chief Gagnon to dispose of the old SCBA air packs. Selectman Frederickson seconded the motion. Motion passed 4-0.

David explained the fire truck sold on consignment for \$6,500. They have not taken their commission out of the total yet but that check should be coming to the town shortly.

Tri-Town approval to dissolve assets

David explained the request to allow David, Chief Gagnon, and a citizen rep to continue handling the dissolution of the assets at the EMS Board level and then those decisions will be brought to the Selectboard to ratify. Allenstown's Board gave their approval for their Town Administrator, Citizen Rep, and Fire Chief to work on the dissolution last week. The receivables will hopefully be completed by November

2024 so after the audit, cash can be disbursed, and everything will over. If the Town's new ambulance comes in before the June dissolution, the ambulance that is going to Allenstown can be transferred to them and they can remove the Tri-Town lettering, insurance, and registration. Chief Gagnon explained they have the most knowledge regarding the value of the assets and it makes sense to have them be the ones negotiating with final approval by the Select Board.

Selectman Frederickson asked if there has been any tension over the decisions. David answered there has not. Right now, they are working on a document with the steps and procedures for dissolution. Hopefully that will be done before September. The only questions that will come up is the order of the call sheets as they are set up geographically. Chief Gagnon explained they are at least a year and half out before changing response cards and pulling in Allenstown Ambulance. He would like to wait until they have shown they can do what they said they can do.

Selectman Frederickson asked how they receive income. David explained they intend to stick with the same billing company, which is Comstar.

Selectman Bean made a motion to authorize the Town Administrator and Fire Chief to handle the dissolution of Tri-Town assets with a ratification by the Selectman. Selectman Gagy seconded the motion. Motion passed 4-0.

Request to purchase K9 equipment

Chief Gaskell explained they are looking for authorization to spend \$5,240 to outfit Officer St. Jacques' car for the new K9 Officer.

Selectman Frederickson made a motion to authorize the Police Chief to proceed with the purchase of the K9 equipment from Global Public Safety in the amount of \$5,240 and to waive the bid requirements. Selectman Frederickson seconded the motion. Motion passed 4-0.

Distracted Driving Grant

The Town has been approved for a grant for Distracted Driving from the State. Lieutenant Dawn Shea explained they have changed the model of the grant for this year and it forces participation by the Town in other enforcement actions. They decided that since there are many speed complaints around town, they would apply for an equipment grant the State is offering for movable speed limit signs. One of the requirements of the sign is that it has to be able to collect data. All the systems out there are wireless compatible, and they can offload the data from an app to the system. From that data, they can do more focused patrols.

Selectman Gagy asked how far over the speed limit someone has to drive before issuing a ticket. Lt. Shea stated there is some discretion by the officers but there can

also be directives given to the officers. Such as no matter what, 10 miles over gets a ticket.

Selectmen Frederickson asked what other data the sign collects. Lt. Shea answered it collects speed records, time records, and car counts. However, it is not like a traffic cam that takes photos.

Selectman Gagyi made a motion to approve the Highway Safety Grant in the amount of \$6,600 and to authorize the Chairman of the Board and Police Chief to sign all the necessary documents. Selectman Bean seconded the motion. Motion passed 4-0.

K9 Update

Chief Gaskell explained they did research on the average cost of a police K9 across the country and the average is between \$8,000 and \$16,000. They met with the current handler in Hillsborough. Officer St. Jacques and the dog seem like a great fit. The dog has been through a full vet check. They have received some funds through various fundraising efforts to help offset the cost. The dog has an excellent temperament and disposition. Legal is currently reviewing the contract and the plan is for the dog to come at the end of August.

IV. Old Business

Updated Building Permits on Class VI or Private Roads Update

The updated policy would require a public hearing to approve. Language was added that explains an approval by the Selectman is not approval of a building permit. It allows them to move forward to the next steps with Planning and Zoning.

V. New Business

Manifest/Abatements

Selectman Gagyi made a motion to accept the manifests and abatements as presented. Selectman Frederickson seconded the motion. Motion passed 4-0.

Minutes - 7/19/23

Selectman Gagyi made a motion to accept the minutes of July 19, 2023 and July 5, 2023 as amended. Selectman Bean seconded the motion. Motion passed 4-0.

VI. Town Administrator Report

Walter Mitchell (Town Attorney) sent a letter stating he is retiring October 1, 2023.

DES sent an email stating the Memorial Park culvert project Phase 2 has ranked 7th on the SWCRF storm water infrastructure grant list. Once finalized, a letter will be sent for next steps.

The State sent a letter notifying the Town that this year's highway block grant is around \$168,000.

HealthTrust gave the Town a wellness grant for \$400. David reached out to the Smoothie Bus and on the 11th it will stop at various spots around town starting at Public Works around noon.

VII. Committee Reports

Selectman Yeaton – Planning had a public hearing for a piece of property off North Pembroke Road owned by Continental Paving looking to replace a one lane bridge on their property with a two lane. Due to the location, they have to work with DES. The Board approved the project subject to all Town Engineers' concerns being addressed.

San-Ken is starting on Phase 2.

Selectman Fredrickson – None

Selectman Bean – None

Selectman Gagyi – CIP met with Ambulance, Police, and Fire. Police is looking to replace the unmarked car. The Police also discussed the delay in implementation of the body cams. Fire pushed off the replacement of the pickup truck and the Safety Center is on the list for painting.

VIII. Other/Citizen Comment

None

IX. Non-Public

None

X. Adjourn

Selectman Bean made a motion to adjourn at 7:41 PM. Selectman Frederickson seconded the motion, and it was approved unanimously.

Karen Yeaton, Chairman

For more detailed information, the meetings are now taped and can be seen on www.townhallstreams.com click on Pembroke NH and look for the day of the meeting under the month.